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**STATE OF DELAWARE**  
**BOARD OF CLINICAL SOCIAL WORK EXAMINERS**

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PUBLIC MEETING MINUTES:	<b>BOARD OF CLINICAL SOCIAL WORK EXAMINERS – STAKEHOLDERS MEETING</b>
MEETING DATE AND TIME:	<b>Monday, April 18, 2016 at 9:00 a.m.</b>
PLACE:	861 Silver Lake Boulevard, Dover, Delaware <b>Conference Room A</b> , second floor of the Cannon Building
MINUTES FOR APPROVAL:	June 20, 2016

**MEMBERS PRESENT**

Rochelle Mason, Professional Member, **President**, Presiding  
John Mucha, Professional Member, **Vice President**  
Kyla Teed, Public Member **Secretary**  
Sandra Bisgood, Public Member  
Florienda Scott-Cobb, Professional Member

**DIVISION STAFF/DEPUTY ATTORNEY GENERAL PRESENT**

David Mangler, Director of Professional Regulation  
Eileen Kelly, Deputy Attorney General  
Sandra Wagner, Administrative Specialist III

**MEMBERS ABSENT**

Tara Donofrio, Public Member  
Lori Scott, Professional Member

**ALSO PRESENT**

Verity Watson, DE General Assembly  
Marlene Saunders, NASW-DE  
Ronna Glenn  
Robert Dunleavy, DSCYF  
Daphne Warner, DSCYF  
Amber Hall, OMB  
Lisa Allison, OMB  
Frances Z, NASW  
Linda Hyler, DSCYF

**CALL TO ORDER**

Ms. Mason called the meeting to order at 11:00 a.m.

**NEW BUSINESS**

Discussion with DSCYF & OMB regarding JSC Recommendations and Draft Bill

This meeting was scheduled so that the Board could get some input from State Agencies on how the Board's proposed legislative changes would affect State employees that currently have job titles referencing social work but they are not doing the duties of a social worker or doing the work of social worker but do not hold a license.

The Board discussed the difference between grandfathering and exemption. Ms. Kelly gave the description of both and how they would relate to the proposed changes. There was discussion about the classes of people who this will affect. Although there may only be a few people in the different state agencies who will need a title change, this will not be such an easy task for OMB. Some individuals fall under family services supervisors, and some work under a multi-faceted (inter-disciplinary) team, and those team members may hold licenses. Under the proposed exemption, while working under a team, a person will not need to be licensed. They may just hold a title that will need to be changed. Ms. Kelly read what the State of Minnesota's law and rules and regulations stated. There was a discussion about the union and the challenges in changing job titles. OMB representatives stated that they will have to find out how to get to the point of changing titles, but not pay grades. The Board then directed everyone to the "if, then" scenarios that Dr. Saunders, NASW-DE, came up with. DSCYF representatives mentioned the issue of finding licensed social workers to fill the jobs in that Delaware only has one school of social work and Delaware salaries are not competitive with neighboring states.

Discussion centered around the date of enactment. As of the date of enactment, and for the next five years following enactment, all state employees will be exempt from the licensure requirements. Anyone hired within that 5 year time frame will also be exempt. Employees who stay in their positions will be exempt. In starting with the 5 years after enactment, if the state wants to hire someone who will be practicing social work, that person will need to be licensed. State employees will have the option of applying for licensure under the grandfathering provision. This will help with the state's merit employees.

A great deal of discussion was about what was going to need to happen within the 5 years after the date of enactment. OMB representatives said it will basically involve re-titling jobs so that only individuals performing social work will be called social workers. The job descriptions and hiring requirements will need to be changed as well. The state representatives felt that this was a needed undertaking that is long overdue. However, OMB representatives were not sure what kind of push back there would be, from the union, from OMB and etc.

The Board wants to make sure that the public is protected and that people doing assessments and working with clients have the appropriate schooling to perform these jobs. A lot of the terms that are used by social workers like "treatment" plans are actually service plans. Persons working on a team that go out to assess situations do not make critical decisions without the team getting together and making the decisions together. If a situation involves direct danger to a child or children the police get called.

The Board took a break at 12:35 p.m. to 1:01 p.m.

Ms. Mason asked the question to all present, to see if everyone was on the same page as they reconvene, is everyone in agreement that the Board will be exempting broadly? Everyone was in agreement that anyone working for the state, at the time this legislation is passed, will be exempted from getting a license. When the five years are over, anyone being hired for the state would then need to obtain licensure through the Board. Once the reclassifications are established the postings would show that in order to go for this job as a merit employee, they would have to meet the requirements put forth by the Board and hold a license. A question was raised that if someone meets the requirements for one of the tiered licenses, once approved and put into place by the Board, wouldn't those merit employee's be required to get a license? Minnesota's law states that up and until the enactment date getting licensed would be voluntary.

OMB representatives asked for the Board to draft the information discussed so that OMB would have it in writing, to take to the individuals that they will have to work with in order to implement changes pertaining to the Board's proposals. There will need to be a lot of meetings with different department heads to figure out how many this will affect and how to go about making the changes before the 5 years are up. Current state employees will be exempt at this time because of the merit rules.

The Board is thinking that qualifying for grandfathering would be done within 2 years especially for the current merit licensees. This will be on a voluntary basis. The grandfathering, other than persons having a degree, will need to meet specific qualifications. Ms. Mason read what is stated in the Minnesota's law.

There was discussion about regulating certifications under the social work Board for people that do not quite meet the requirements for licensure but do some social work. Ms. Kelly stated that would require another licensure type and was not sure if the Division would be in agreement to that. Dr. Saunders stated that she knows of states that license under the Social Work Boards for people that only have certifications. Dr. Saunders did not realize that certifications would require new licensure categories.

Ms. Kelly brought to the Boards attention that the Board had already discussed the parameters of what a person would need in order to be grandfathered in without actually having a degree. Ms. Mason stated that what the Board has come up with now needs to be rolled out and if after getting this all together, changes need to be made the Board can look at making more changes.

Ms. Bisgood said if this was enacted today and the 2 year rule was in effect and someone was hired 2 years from now, but still in the phase before the 5 years, what would happen to them in the scheme of things. Ms. Kelly stated that the 2 years could be moved out or those persons would just not have the opportunity to get licensed under the grandfather clause. Ms. Bisgood is looking at it as protecting the public in hiring people that do not have the credentials. Ms. Mason stated that anything the Board does now with moving forward is protecting public the more than they do now.

Ms. Mason extended an invitation to the stakeholders to come back to the next meeting scheduled in May.

#### **OTHER BUSINESS BEFORE THE BOARD (FOR DISCUSSION ONLY)**

There was no other business before the Board.

#### **PUBLIC COMMENT**

#### **NEXT MEETING**

The next regularly scheduled meeting will be held on May 16, 2016 9:00 a.m. in Conference Room A.

#### **ADJOURNMENT**

Ms. Scott-Cobb moved, seconded by Mr. Mucha, to adjourn the meeting. Motion unanimously carried. There being no further business before the Board, the meeting adjourned at 2:09 p.m.

Respectfully submitted,



Sandra Wagner, Administrative Specialist III  
Delaware Board of Clinical Social Work Examiners